



7.3 HUMAN RESOURCE RESULTS. The following figures depict the current levels and trends of our Human Resources performance.

Figures 7.3.1 through 7.3.5 show how we reward our military and civilian employees. Our employee recognition programs have resulted in positive trends and reflect our approach of using a variety of recognition means. Peaks in Figure 7.3.1 indicate awards presented during combat and high mobilization periods.

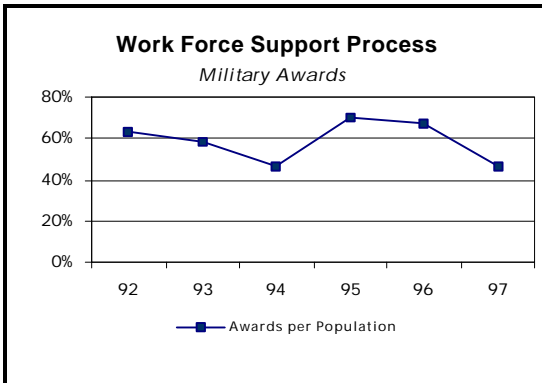


Figure 7.3.1

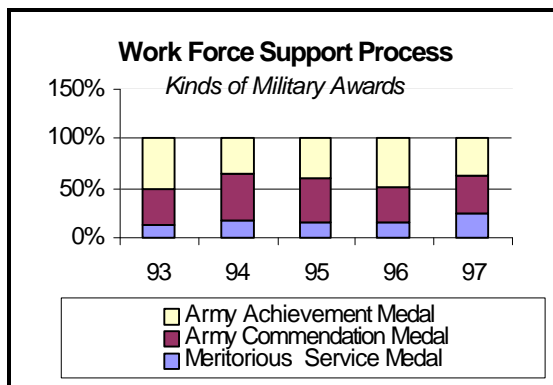


Figure 7.3.2

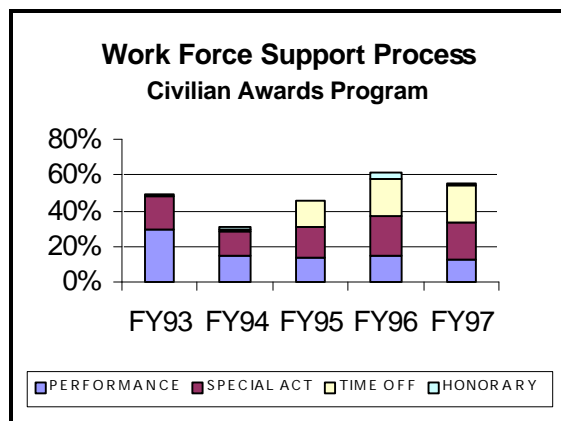


Figure 7.3.3

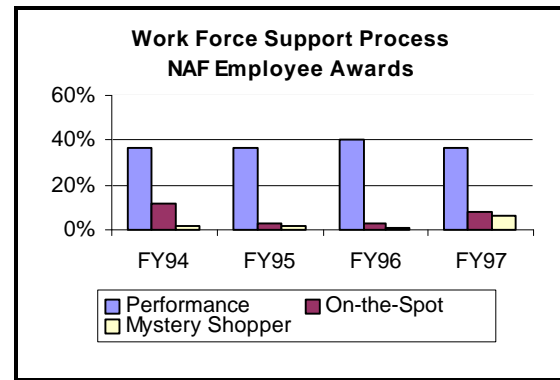


Figure 7.3.4

Our Two Star Breakfast, as depicted in Figure 7.3.5, is a quarterly celebration of excellence where the best of the best are honored by our Commanding General. We benchmarked Fort Leavenworth in 1992 and AFLAC and Pratt Whitney in Columbus, GA, in 1996, and incorporated improvements into our program.

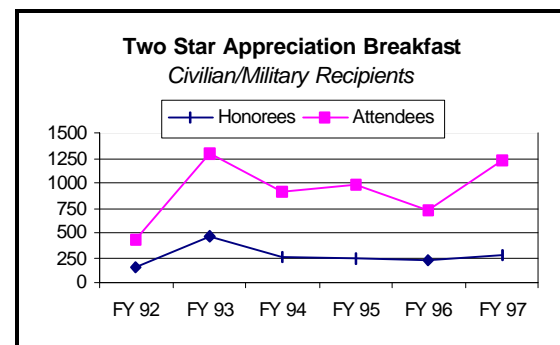


Figure 7.3.5

Figures 7.3.6 through 7.3.10 reflect the high priority we place on training at Fort Benning. On-site training allows us to accommodate a greater number of employees and use allocated training dollars more efficiently (Figure 7.3.6).

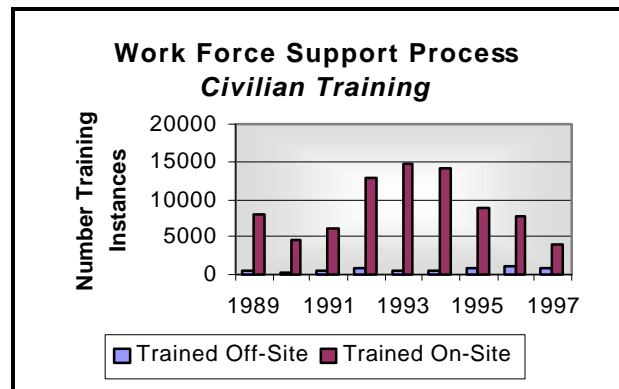


Figure 7.3.6



Figure 7.3.7 shows hours of training in courses such as supervisory, leadership, quality awareness, performance improvement, environmental, and orientation. Figure 7.3.8 depicts the percentage of employees who have completed required safety training.

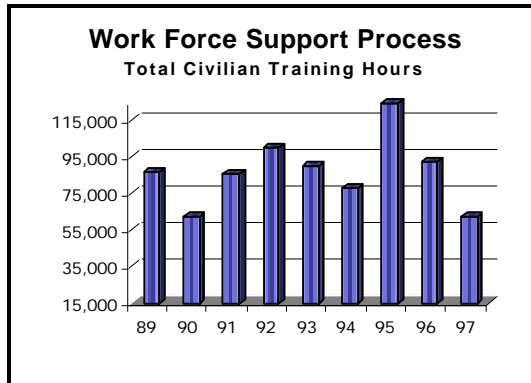


Figure 7.3.7

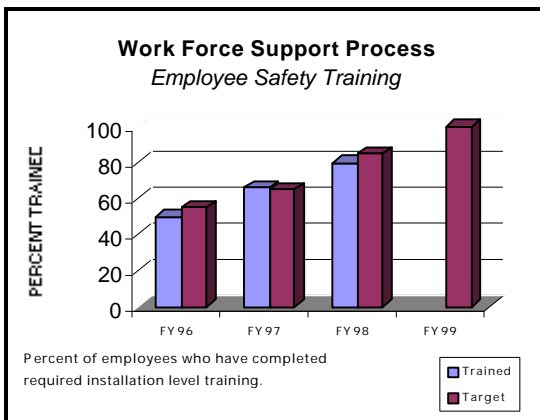


Figure 7.3.8

As shown in Figure 7.3.9, we compared our process of measuring supervisors' satisfaction with employee training with that of a large employer in the local community and found that our objectives are much higher.

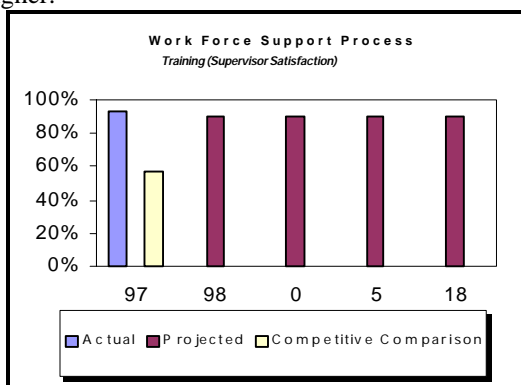


Figure 7.3.9

Figures 7.3.10 and 7.3.11 show results of our Equal Employment Opportunity training and grievance resolution success.

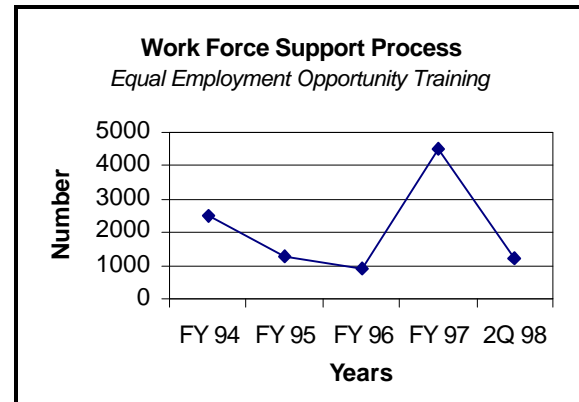


Figure 7.3.10

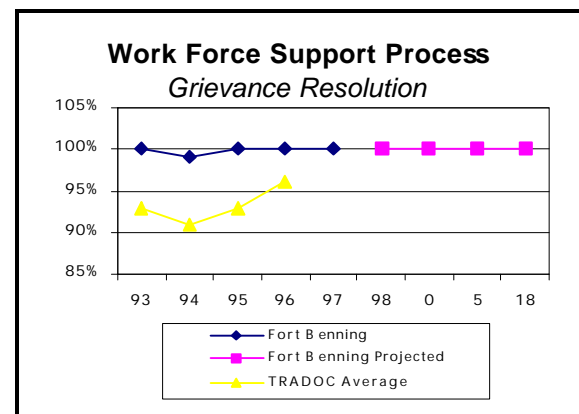


Figure 7.3.11

Figure 7.3.12 depicts comparison of lost time claim rates with a cross section of other installations and shows that Fort Benning's effort to improve safety and reduce lost time is paying dividends.

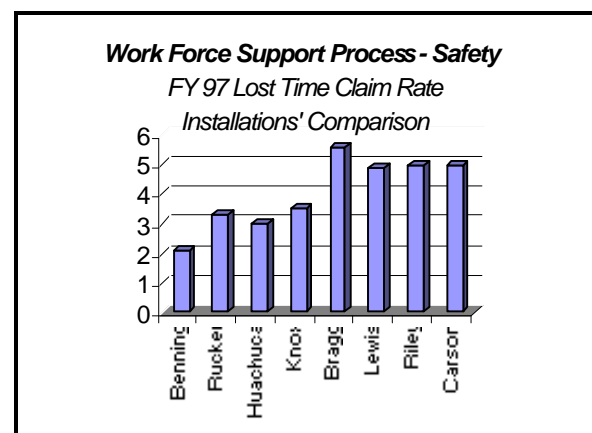


Figure 7.3.12



Figure 7.3.13 reflects our progress in reducing our lost time claim rate in comparison to that of Dupont Corporation, our benchmark and Best-in-Class for safety programs.

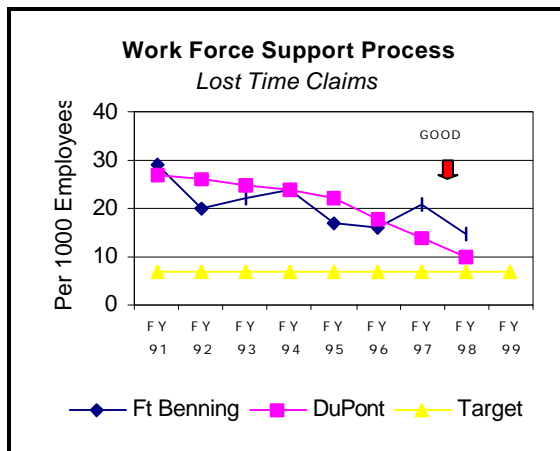


Figure 7.3.13

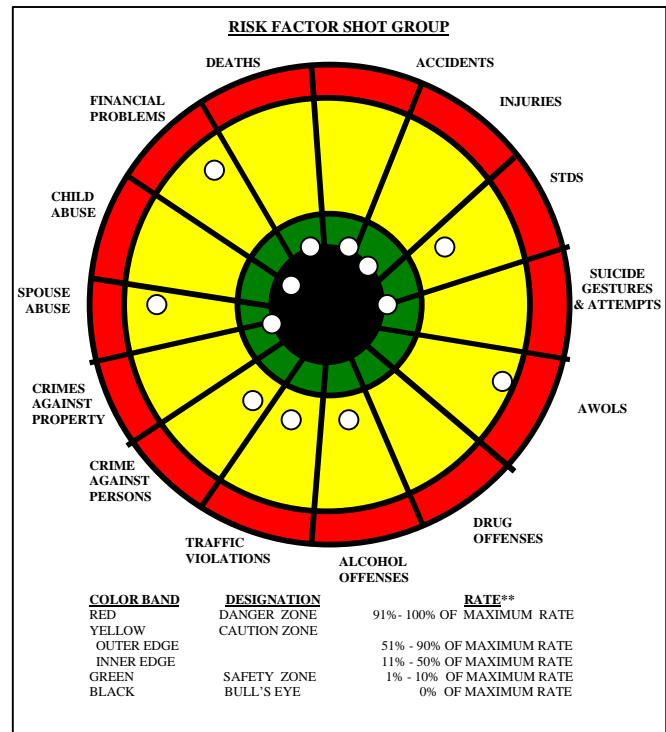


Figure 7.3.14

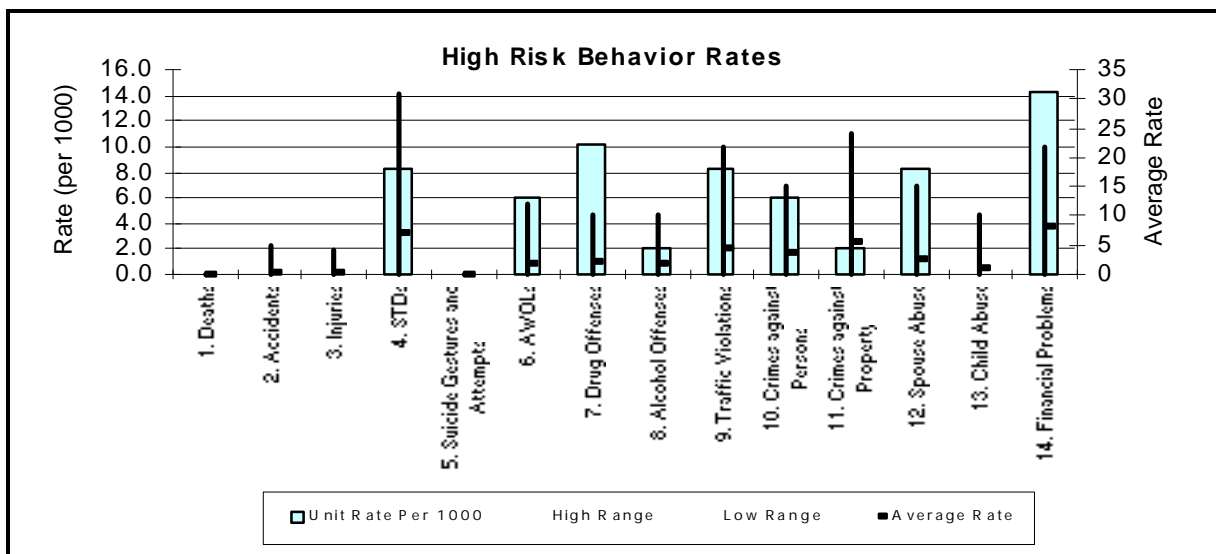


Figure 7.3.15

Figures 7.3.14 and 7.3.15 are examples of the results from one unit's participation in Fort Benning's Risk Reduction survey and analysis. Because combat readiness demands such a high level of training, discipline, and physical fitness, high risk behaviors on or off duty have a detrimental effect on attaining and maintaining combat readiness.

The main focus of Fort Benning's Risk Reduction Program is to track, assess, and act on high risk behaviors and offenses by brigades and battalions; to provide recommendations and plans of intervention; and develop prevention strategies.



Figure 7.3.16 shows the progressive decline in accidents at Fort Benning due to our aggressive Safety Program.

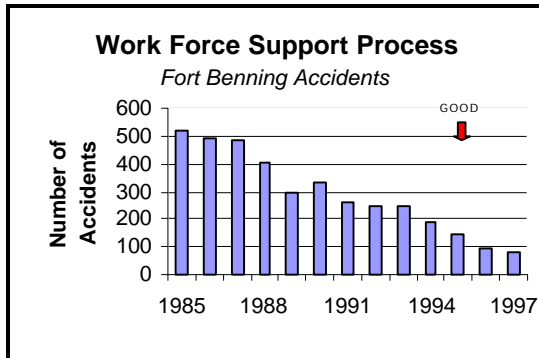


Figure 7.3.16

Figure 7.3.17 presents the results of our overall work force climate surveys. Fort Benning is maintaining a high level of performance as perceived by the work force. This is especially good news in the current downsizing climate.

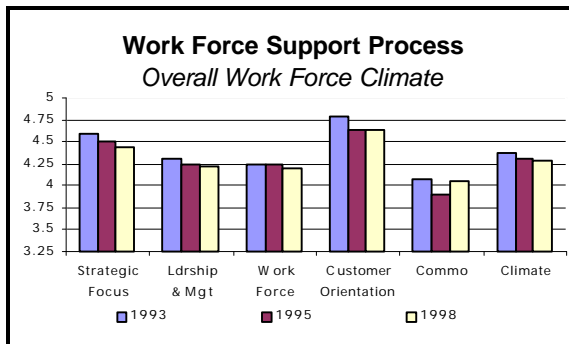


Figure 7.3.17

Figure 7.3.18 shows that seven of our key military personnel services have maintained a perfect 100% rating over the last four years. In 1996, TRADOC cited four programs as "Best-in-Class."

HR PROGRAM	ANNUAL WORKLOAD	93-97 ACCURACY TIMELINESS
Casualty Reports	347	100%
Officer Promotions	195	100%
Enlisted Promotions	744	100%
Retirement Processing	490	100%
Congressional Correspondence	404	100%
Out Processing	4,500	100%
In Processing	3,700	100%

Figure 7.3.18

Figure 7.3.19 reflects how we continue to experience high levels of job satisfaction as evidenced by our ability to retain our Soldiers.

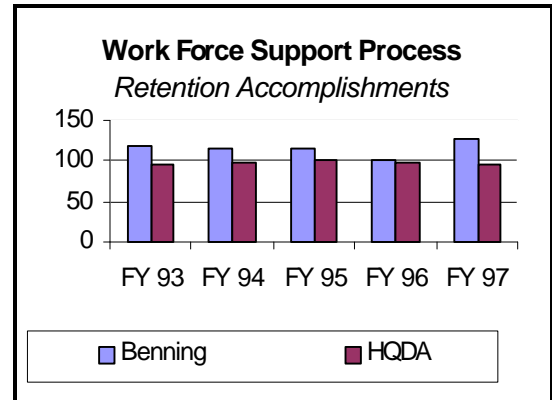


Figure 7.3.19

Figures 7.3.20 and 7.3.21 are some results of our Dial 5-BOSS Program. The BOSS line receives approximately 30-50 calls per week. Many improvements and quality upgrades seen on post are a direct result of calls received from the BOSS line.

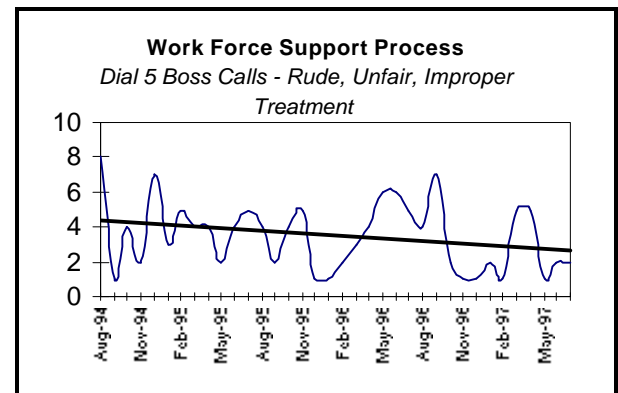


Figure 7.3.20

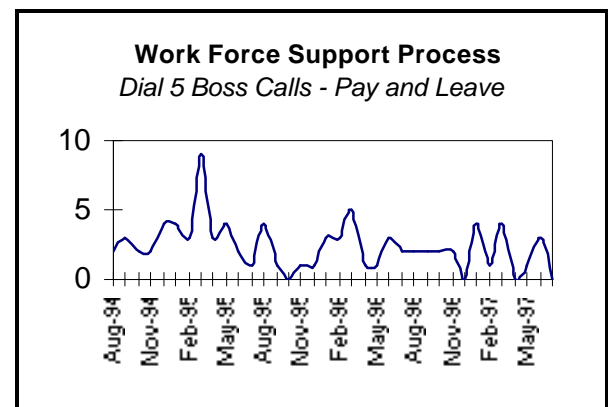


Figure 7.3.21